

ATTACHMENT B

KOFF AND ASSOCIATES TOTAL COMPENSATION SURVEY

Classification	Total Monthly Compensation Data				
	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below
Accountant II	\$ 11,955	\$ 12,702	-6.2%	\$ 12,435	-4.0%
Accounting Technician	\$ 11,086	\$ 10,667	3.8%	\$ 10,871	1.9%
Administrative Assistant	\$ 9,987	\$ 9,918	0.7%	\$ 9,561	4.3%
Assistant to the City Manager	\$ 15,828	\$ 19,067	-20.5%	\$ 17,917	-13.2%
Associate Civil Engineer	\$ 13,919	\$ 14,727	-5.8%	\$ 14,573	-4.7%
Associate Planner	\$ 12,595	\$ 13,453	-6.8%	\$ 13,368	-6.1%
Business Systems Analyst/Program Manager	\$ 13,294	\$ 15,399	-15.8%	\$ 15,273	-14.9%
Capital Improvement Program Manager	\$ 16,614	\$ 18,040	-8.6%	\$ 18,140	-9.2%
Chief Technology Officer	\$ 23,953	\$ 27,571	-15.1%	\$ 26,633	-11.2%
City Clerk	\$ 15,931	\$ 17,950	-12.7%	\$ 17,719	-11.2%
City Engineer	\$ 18,581	\$ 22,921	-23.4%	\$ 22,415	-20.6%
Community Relations Coordinator	\$ 11,212	Insufficient Data			
Director Of Administrative Services	\$ 23,953	\$ 26,149	-9.2%	\$ 25,342	-5.8%
Director of Community Development	\$ 23,953	\$ 25,415	-6.1%	\$ 24,208	-1.1%
Director Of Public Works	\$ 24,588	\$ 26,657	-8.4%	\$ 25,393	-3.3%
Director Of Recreation & Community Services	\$ 23,953	\$ 25,672	-7.2%	\$ 24,208	-1.1%
Economic Development Manager	\$ 17,062	\$ 18,319	-7.4%	\$ 18,571	-8.8%
Emergency Services Coordinator	\$ 11,213	Insufficient Data			
Environmental Programs Manager	\$ 15,614	\$ 18,336	-17.4%	\$ 18,743	-20.0%
Executive Assistant To The City Manager	\$ 11,224	\$ 11,814	-5.3%	\$ 11,520	-2.6%
Finance Manager	\$ 17,584	\$ 19,398	-10.3%	\$ 18,791	-6.9%
GIS Program Manager	\$ 14,492	\$ 15,490	-6.9%	\$ 15,987	-10.3%
Human Resources Analyst II	\$ 13,719	\$ 14,043	-2.4%	\$ 13,800	-0.6%
Human Resources Manager	\$ 17,584	\$ 19,817	-12.7%	\$ 19,257	-9.5%
Human Resources Technician	\$ 11,087	\$ 10,793	2.6%	\$ 10,764	2.9%
Information Technology Assistant	\$ 10,557	\$ 11,223	-6.3%	\$ 11,128	-5.4%
Innovation and Technology Manager - Infrastructure	\$ 17,164	\$ 18,389	-7.1%	\$ 18,911	-10.2%

Innovation and Technology Manager – Applications	\$ 17,164	\$ 18,478	-7.7%	\$ 19,079	-11.2%
Management Analyst	\$ 12,718	\$ 13,704	-7.8%	\$ 13,514	-6.3%
Multimedia Communication Specialist	\$ 13,292	\$ 13,722	-3.2%	\$ 13,563	-2.0%
Network Specialist	\$ 13,294	\$ 14,161	-6.5%	\$ 14,742	-10.9%
Permit Center Manager	\$ 15,691	\$ 17,908	-14.1%	\$ 17,026	-8.5%
Planning Manager	\$ 17,224	\$ 19,500	-13.2%	\$ 19,359	-12.4%
Public Information Officer	\$ 15,828	\$ 17,625	-11.4%	\$ 17,428	-10.1%
Public Works Supervisor	\$ 13,143	\$ 13,941	-6.1%	\$ 13,972	-6.3%
Recreation Supervisor	\$ 13,088	\$ 12,922	1.3%	\$ 12,902	1.4%
Service Center Superintendent	\$ 16,159	\$ 18,163	-12.4%	\$ 17,258	-6.8%
Transportation Manager	\$ 18,581	\$ 19,548	-5.2%	\$ 18,569	0.1%
		AVERAGE:	-7.6%	AVERAGE:	-6.0%
		MEDIAN:	-6.9%	MEDIAN:	-5.6%